

Offcuts



WMC CFB
Wood Manufacturing Council
Conseil des fabricants de bois

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MESSAGE FROM THE PRESIDENT



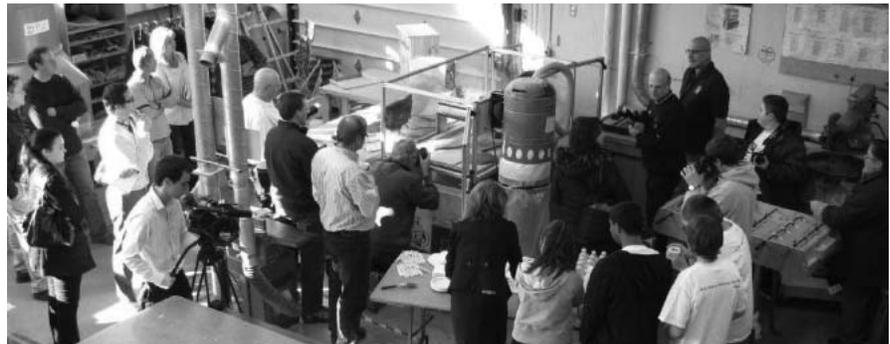
The WMC started 2011 with three new projects: PLAR, Skills Development, and Partnerships and Outreach.

The PLAR project will create a tool for job seekers to be able to assess their skills, knowledge and prior experience against a variety of occupations in the industry, to see if they would fit. Employers can use the tool to help with screening qualified candidates.

Skills Development is a three-part project. We will customize the information in four of the "Going Global" workshops developed by FITT for our industry. We will also create gap training for our essential skills tool, and will create three new occupational standards.

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OTTAWA CARLETON DISTRICT SCHOOL BOARD/WOODLINKS LAUNCH



» Students, industry, educators and local media gather in the wood shop at Rideau High School to celebrate the launch of WoodLINKS in the Ottawa Carleton District School Board.

It was a first but not the last! The WMC and the Ottawa Carleton District School Board (OCDSB) celebrated their partnership in bringing WoodLINKS to 39 Ottawa schools.

Rideau High was the first high school in the Ottawa area to offer the WoodLINKS program, beginning in January 2009.

The program has assisted the school in making key industry contacts that provide supplies, equipment and opportunities for experiential learning. The success of the program attracted a number of other schools in the Board, and thus began the partnership with the OCDSB.

Robert Aucoin, Rideau High School Custom Woodworking/WoodLINKS Teacher, says, "Normally the WoodLINKS program is offered to only senior students. However, with

our expanded partnership with WoodLINKS, we will now be able to present that opportunity to all OCDSB secondary students who are studying wood-based technology."

The WoodLINKS curriculum can be aligned with approved curricula for a number of provinces, and integrated into the Specialist High Skills Major program in Ontario.

On November 7, a ceremony was held to celebrate the OCDSB-WoodLINKS partnership. Several industry representatives, OCDSB officials, Rideau High and other high schools attended. The event received extensive coverage by local media and was featured on CBC Ottawa's "Drive Home Show."

For more information on WoodLINKS, visit www.woodlinks.com.

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Partnerships and Outreach will allow us to continue to support our existing projects; to meet with industry to understand what their needs are; and to develop some tools for the WMC to be able to more effectively measure our impact on the industry.

As we look forward to a new year with new projects and new committees, we can't help but reflect back on the successes we had in 2010 and thank all of the committee members, industry and other stakeholders whose contributions made them possible.

The WMC wishes all of you a safe, healthy, happy and prosperous new year.

Richard Lipman

SUSTAINABILITY SURVEY

Have you ever considered the sustainability of your business? Do you want to be greener and more socially responsible, but don't know how? Do you want to know how other wood manufacturing companies like yours approach sustainable business practices?

A research team at CAWP at the University of British Columbia will be conducting an online survey on the barriers and drivers to sustainability in the wood manufacturing sector.

The team consists of David Cohen and Harry Nelson (supervisors) and Allyson Clark (the graduate student who performs most of the surveying work).

If you would like more information or are interested in helping with this project by conducting a short survey (less than 15 minutes), please email: allyson.sustainability@ubc.ca.

To show our appreciation for your time and participation, you will have the option to receive a summary of results once the project is complete.

Once again, the contact information for Allyson Clark is: 604-822-9048, 604-240-4784 (cell); allyson.sustainability@ubc.ca.

Thank you! ●

PRIOR LEARNING ASSESSMENT AND RECOGNITION (PLAR) PROJECT

PLAR is a two-year project that will assist the Canadian advanced wood manufacturing industry in helping improve the ability of individual firms to assess and recognize qualifications of potential new entrants, who in turn will be able to access employment/career opportunities within the sector. The results of the PLAR project will help improve the employment integration of workers, including foreign-trained individuals, into the industry, and will help individual firms to fill current and future skills gaps.

A national steering committee, comprised of industry, human resources professionals and representatives of governments,

immigrant serving agencies and the education community, was formed to oversee the project. The committee met in late September 2010 to provide direction on the development of the assessment tools, including resume and interview guides, as well as skills matrices for the five occupations

ADDITIONAL ASSESSMENT TOOLS WILL BE DEVELOPED AND ADDED IN THE FUTURE AS NEW OCCUPATIONAL STANDARDS ARE CREATED.

for which WMC currently has occupational standards. Additional assessment tools will be developed and added in the future as new occupational standards are created.

The remaining elements of the PLAR assessment tools will be developed over the next several months and will be validated by a selected group of industry stakeholders in addition to the project steering committee. When completed, they will be installed in an online software program for general use by the wood manufacturing industry. We will also be able to produce paper copies of the documents for those who do not have web access. ●

PARTNERSHIPS AND OUTREACH PROJECT

This new project will continue to build partnerships with industry, education, government and communities to expand the programs of the WMC and increase the profile of the sector.

The objectives of the project are to:

1. To build partnerships with industry, education, government and other stakeholders.
2. To support the growth and uptake of all WMC programs (WERC, online management, RISE, etc.).
3. To increase awareness and the profile of the sector.
4. To improve the WMC's abilities to measure its performance.

We have some fun activities in store: we're planning a 10-year anniversary event for the WMC, expanding the HR awards program, offering regional workshops with industry, and re-designing the careersinwood.ca and WoodLINKS.com webpages.

Stay tuned for events happening in your area. ●

**THE PROJECT WILL
INCREASE AWARENESS
AND THE PROFILE OF
THE SECTOR.**

FEATURED WOODLINKS PARTNER

Located in Mississauga, Ontario, the headquarters of Blum Canada Limited is ideally situated to serve the needs of the Canadian market. Blum Canada is part of a global distribution network that serves the unique needs of over 60 countries. It is a wholly owned subsidiary of Julius Blum GmbH of Hoechst, Austria, a family-owned company that produces the finest functional cabinet hardware in the world.

Since its inception in 1978, Blum Canada has marketed and supplied an increasing range of Blum hardware to the discriminating Canadian market. The company has established a nationwide distribution network in order to secure a leading role in the manufacture and distribution of furniture hinges, drawer running systems, and the tools that aid in their assembly.



Blum Canada has partnered with the WoodLINKS Program and generously offered each of the WoodLINKS Schools an ECODRILL. The ECODRILL is a simple device for boring the Blum hinge pattern. Driven by an electric/cordless drill, each bit is driven separately and retracts automatically.

Blum Canada believes in investing in the future of our youth and knows the important role they will play in the success of the industry.

Thanks to Blum Canada for its continuous support. ●

WMC SKILLS DEVELOPMENT PROJECT

The Wood Manufacturing Council has started a new project that will promote and support Skills Development in the industry, both in production and in management. This new project, designed specifically for the wood industry, will offer:

- Information designed to develop and enhance skills in international marketing and trade. The WMC has partnered with the Forum for International Trade Training (FITT) to customize four of their "Going Global" workshops for the

advanced wood manufacturing industry.

- New occupational standards to give you more tools to develop workplace strategies addressing your HR needs.
- Essential Skills training modules designed to increase workers' abilities (e.g., using workplace documents), boosting their confidence, and increasing their value to your company and the industry. ●

CAREER FOCUS

The WMC still has Career Focus funding available for this year (the 2010 fiscal year runs until March 31), and more funding for 2011!

This wage subsidy helps employers hire post-secondary graduates, offsetting the cost for developing a new employee, while allowing young people an opportunity to start their career in the industry.

The program supports the employer to hire a qualifying individual on an internship of between 4 and 12 months (at least 30 hours per week). The WMC will provide \$1 for every \$2 in wages paid by the employer, up to a maximum of \$12,000.

Employers generally identify their own candidates. Candidates can be from any program teaching a skill required by the employer (e.g., wood processing, marketing, programming, design, etc.).

Employers will need to apply for the funding before they officially hire the intern, who must be a graduate from a post-secondary program. All applications have to be pre-approved by the WMC before hiring the intern. The pre-approval process is very simple.

Send all the necessary forms, found on our website under "Programs" and "Career Focus," to the WMC either by fax, e-mail or by mail to the attention of Melissa Lemay. The WMC will process the application and a reply will be sent in fewer than five business days. ●

MANAGEMENT SKILLS ONLINE TRAINING DATES 2011

The WMC's Management Training Program (MTP) is proving popular, as more than 80 participants have taken at least one module since it was launched in January 2010.

The MTP is a comprehensive suite of short training courses designed to equip participants with the skills and knowledge to move into management or supervisory roles within value-added wood products companies.

The program consists of eight online training modules. To qualify for the certificate, the participant will complete six of the eight modules, an individual graduating project and a wrap-up face-to-face session. Participants can also opt to only take one or two modules to upgrade specific skills.

Here are some comments from recent participants of the program:

"The course content was very interesting and added a great deal to my understanding of manufacturing. The other learners offered a variety of opinions in the discussions, which greatly enriched the course experience."

"The course was quite flexible and easy to follow. The quizzes at the end of each module were very helpful."

"It was a fun course to take as a cabinet maker. Everything discussed is related to our business." ●

THE FOLLOWING MODULES ARE NOW OPEN FOR REGISTRATION:

Production Planning

JAN. 10 (SECOND ROUND TBD)

Quality Management and Control

JAN. 10 (SECOND ROUND TBD)

Supply Chain Management

FEB. 21

New Product Development

FEB. 21

Business Finance & Equipment Evaluation

APR. 4

Safety and HR Management

FEB. 21

Sales and Marketing

MAY 16

Factory Layout & Equipment Justification

MAY 16

To register, call Jason Chiu at UBC 604-822-0082

